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Montana Educator Evaluation System Overview

Administrative Rules of Montana (ARM) Chapter 55 Standards of Accreditation Revised are now in effect. Included in Standards of Accreditation are the revised standards, ARM 10.55.701(4), relating to the evaluation process used in Montana schools, which outline the minimum guidelines and requirements of “The evaluation system used by a school district.”

As provided in 10.55.701(4)(b), “model evaluation instruments” have been “developed and published” to assist school districts in meeting the state standards for evaluation. The Montana-EPAS Guides for [Teacher](#) and [Principal](#) Evaluation are available on the Accreditation and Educator Preparation Web page.

What does this mean to Montana school districts?

During the 2013-14 school year, every Montana school district is responsible for beginning to implement the requirements of ARM 10.55.701(4)(a). According to the rule, all school districts must begin to ensure that the district’s local evaluation systems meet these state standards.

Listed below are the alignment options (Align, or Adopt, or Adapt) to ensure the local evaluation system meets the state standards.

1. **Align** the local system to the state standards: With this option, school districts will begin the process of ensuring the local evaluation system meets the state standards. School districts may wish to use the [Optional Form for District Alignment](#), provided by OPI, to assist in the process.
2. **Adopt** the pilot state model as the local evaluation system. School districts that volunteer to participate in the 2013-14 pilot of the state model, Montana Educator Performance Appraisal System (Montana-EPAS), or use the state model evaluation instruments in its entirety “shall be construed to have complied with this rule.” These districts are required to meet rule element (4)(a)(i) requiring evaluations of licensed staff “be conducted on at least an annual basis with regard to nontenure staff and according to a regular schedule adopted by the district for all tenure staff.”
3. **Adapt** the state model to meet the state standards: School districts may use the Montana-EPAS only as a guide to review and possibly revise the local evaluation system.

School districts will use the TEAMS system to report their status toward ensuring that their local evaluation systems meet state standards.

TEAMS is the **T**erms of **E**mployment, **A**ccreditation and **M**aster **S**chedule system that will collect the employment status of each employee of a district and other nonfiscal data; TEAMS will also replace the existing Annual Data Collection (ADC) system.

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